



THE MEDIATION CENTER OF THE PACIFIC, INC.

Annual Report

July 1, 2008 - June 30, 2009

680 Iwilei Road, Ste. 530
Honolulu, Hawaii 96817
Tel: 521-6767 Fax: 538-1454
www.mediatehawaii.org

**2009
BOARD OF DIRECTORS**

President
Charles H. Hurd
(2009)**

Vice President
Ann Botticelli
(2011)**

Secretary
Warren Haight
(2011)**

Treasurer
Eric Austin
(2012)**

Cynthia Alm
(2010)*

Sidney Ayabe
(2012)**

Mervina K. M. Cash-Kaeo
(2011)*

Lee W. Erwin
(2011)*

David Franzel
(2011)*

Susan Lampe
(2010)**

Judge Victoria Marks
(2010)*

Bruce McEwan
(2010)*

Michael Nauyokas
(2010)*

Abelina M. Shaw
(2011)*

Mel Soong
(2011)**

Jeff Swartz
(2009)**

Ruth Tschumy
(2009)**

Lisa Wong
(2012)**

* Serving first three-year term

** Serving second three-year term

STAFF

Tracey S. Wiltgen
Executive Director

Mediator & Program Development Manager

Nathan Nikaido

Client Services Manager

Valerie Vegas

Client Services Coordinator

Kanoe Paauhau

Administrative Assistant

Rannette Oga

Evening Receptionist

Dennis Erickson

Office Volunteers

Jane Jones, Joaquin Villarreal, Kahala Dotson

PROGRAM DEVELOPMENT & QUALITY ASSURANCE

Bruce McEwan, Chair
Judge Victoria Marks

Cynthia Alm

Charles Hurd
Lee Erwin

PUBLIC RELATIONS & FUNDRAISING

Susan Lampe, Chair
Ann Botticelli

Cynthia Alm

Ruth Tschumy
Warren Haight

PERSONNEL COMMITTEE

Lisa Wong, Chair

Michael Nauyokas

NOMINATING COMMITTEE

Ann Botticelli, Chair
Chuck Hurd

Cynthia Alm
Warren Haight

FINANCE COMMITTEE

Eric Austin, Chair

Jeff Swartz

Earl Chapman

INVESTMENT COMMITTEE

Sidney Ayabe, Chair
Gary Morimoto

Lee Erwin

Judge Victoria Marks
Mel Soong

BUSINESS DEVELOPMENT

Charles Hurd

David Franzel

Michael Nauyokas

OUTREACH

Ann Botticelli, Chair

Abelina Shaw

Mervina Cash-Kaeo

SPECIALTY AREA CHAIRS

Chuck Hurd & Bruce McEwan, Civil Rights
Phil Nerney, Condominium
Charlene Anaya, Divorce
Cindy Alm & Teena Urban, Special Education



A Silver Lining in Every Cloud

As the economy tumbled, conflicts in Hawai'i, like everywhere, increased. More pressures, stress, less money, fewer jobs, broken promises... Where to turn? The Mediation Center of the Pacific ... a place where people talk, rebuild relationships and resolve conflicts creatively.

Over the past year, the calls increased and the stories became more heart breaking. Divorcing couples agonizing over the division of debt; families on the verge of homelessness; elderly citizens at odds with their grown children... Thanks to an outstanding staff, committed volunteers and a generous Board of Directors, the Mediation Center rose to the occasion and provided more services with fewer resources. Thanks to each of you, there were many silver linings in the dark clouds that impacted everyone this past year.

Despite a reduction in staff, we were blessed with outstanding volunteers including Michaela Primacio, Joaquin Villarreal, Lorilei Brownholtz and Kahala Dotson who jumped in and assumed reception, client services, IT and various administrative responsibilities to keep daily operations running smoothly.

Every day volunteer mediators went "above and beyond." They sometimes mediated up to 4 or 6 hours without stopping to accommodate clients who said it would be too difficult to return for another session. They worked patiently with extended family members and friends, who weren't scheduled to participate but "showed up" because they felt strongly they needed to be part of the process. The mediators came when called on short notice and returned repeatedly in the same month when cases needed to be scheduled quickly. They did it all, without compensation and always with a smile.

Commercial mediators, friends and supporters, old and new, also continually came forward to keep the Mediation Center strong. Charlene Anaya, John Barkai, Bruce Barnes, Dan Bent, Patrick Border, Judge Michael Broderick, Lou Chang, Bill Darrah, Jim Hoenig, Dee Dee Letts, Mei Nakamoto, Phil Nerney and others, presented quality trainings and workshops, enhancing the training program and helping mediators further sharpen their skills. The 57% rate of written agreements overall and the 96% rate of client satisfaction, underscored the valuable impact of the knowledge imparted to the mediators.

The Board of Directors under the dedicated leadership of Chuck Hurd consistently gave liberally of their time and money throughout the year. Recognizing that a fundraiser would be a challenge with a limited staff and weak economy, the directors made the decision to champion a special gift campaign in lieu of an event. To start the campaign off right, individual directors lead by President Elect Mike Nauyokas, President Chuck Hurd, Secretary Warren Haight and Director Bruce McEwan, each made generous gifts to the Mediation Center. Every director also actively participated in committee and board meetings. Through their work, services improved, programs were strengthened, quality assurance enhanced and overall support for the Mediation Center grew. Despite their own busy schedules and the many hours they gave to committee work, fundraising and outreach, the Board of Directors also unanimously agreed to participate in a one-day Strategic Planning Retreat in October 2009 to lay the foundation for the Mediation Center's next 30 years of helping Hawaii's communities.

While many companies closed and businesses floundered, the Mediation Center survived and helped even more people in FY 08-09 to the credit of the Board, staff, volunteers and many friends who believe in mediation and the impact the Mediation Center makes in Hawai'i. Thanks to each of you we were able to continue to provide and improve quality services, particularly for the vulnerable populations. For this work the Mediation Center was recognized in November of 2008 with the Harry & Jeanette Weinberg Foundation Aim for Excellence Award and \$20,000. Now that was truly a silver lining...

We are extremely grateful to the Harry & Jeanette Weinberg Foundation Board of Directors and committees for their generosity and to each of you, Board, staff, volunteers, mediators, supporters and friends, for your continued help to enable the Mediation Center of the Pacific remain a vital part of Hawaii's communities, even in the most darkly clouded of times.

Mahalo Nui Loa,

Bringing people together to talk and resolve their differences

FY '08-'09

Referral Source	Mediated: Agreement	Mediated: No Agreement	Conciliations	Closed	Pending	Total
Attorney	32	25	3	42	14	116
HCRC	14	9	0	3	9	35
Circuit Court	0	0	0	1	0	1
Family Court	53	39	4	29	19	144
District Court	427	371	0	28	8	834
DOE	43	1	1	8	7	60
Police	2	1	1	5	0	9
RICO	1	0	0	1	0	2
Family/Friend	28	15	2	39	6	92
Self	42	27	2	102	20	193
Other	19	14	3	58	11	105
TOTAL *	661	504	16	318	97	1,596

* INCLUDES CASES CARRIED OVER FROM PRIOR YEAR

OUTCOMES *

OUTPUTS

*Reported by mediation participants through written surveys completed at the end of each mediation

Mediation is Useful Process	96%	Number of mediation hours	3,438
Parties Would Use Mediation Again	92%	Number of mediation sessions	1,282
Prevent Future Problems	91%	Number of people served through Community & Specialized Mediation Programs	3,824
Improved Communication	80%	Number of hours in training & education	301

Permanently restricted funds are the Harry and Jeanette Weinberg Foundation endowment of \$1,000,000 and the Earl and Margery Chapman Foundation match of \$300,000.

* **NOTE: Based on audited financial statements.**

July 1, 2008 to June 30, 2009		Prior Year
Revenue & Support		
Contributions		
Donated services	507,207	192,971
Net assets released from temporary restrictions	86,110	162,966
Unrestricted contributions	68,220	31,375
Total contributions	661,537	387,312
Government contracts	234,418	243,092
Program service fees	102,158	75,207
Special events, net of direct cost	50	19,658
Interest & income	5,476	3,056
Other revenue & support	5,916	5,856
Total Revenue & Support	1,009,555	734,181
Expenses		
Mediation services	887,414	620,241
Management and general	110,394	73,255
Fundraising	7,214	3,535
Total Expenses	1,005,022	697,031
Change in Net Assets	4,533	37,150

Statements of Cash Flows		
	As of June 30, 2009	Prior Year
CASH FLOWS FROM OPERATING ACTIVITIES		
Increase in net assets	\$(65,085)	\$ 16,833
Adjustments to reconcile increase in net assets to net cash provided by operating activities:		
Depreciation	6,726	6,576
Net realized gains on investments	(16)	(6,866)
Net unrealized gains (losses) on investments	54,848	46,363
(Increase) decrease in:		
Accounts receivable	33,388	(7,015)
Prepaid expenses and other current assets	3,312	(796)
Increase (decrease) in:		
Accounts payable	(87,903)	89,930
Accrued liabilities	<u>2,188</u>	<u>(5,597)</u>
Net cash provided by operating activities	(52,542)	139,428
CASH FLOWS FROM INVESTING ACTIVITIES		
Sales of investments	869,000	875,581
Purchases of investments	(883,366)	(918,209)
Additions to property and equipment		(15,105)
Additions to deposits		
Net cash used by investing activities	(14,366)	<u>(160)</u>
CASH FLOWS FROM FINANCING ACTIVITIES		
Addition to note payable		5,430
Repayment of note payable	<u>(1,041)</u>	(608)
Net cash provided by financing activities	(1,041)	4,822
NET INCREASE IN CASH	(67,949)	86,357
CASH – Beginning of the year	<u>243,507</u>	<u>157,150</u>
CASH – End of the year	<u>\$175,558</u>	<u>\$243,507</u>
SUPPLEMENTAL INFORMATION		
Cash paid during the year for interest	\$ 350	\$ 285

The Mediation Center of the Pacific, Inc. (a not-for-profit Aloha United Way Agency) serving our community by offering mediation services to people in families, schools, workplaces and neighborhoods.

OUR MISSION AND SERVICES

The Mediation Center of the Pacific is a not-for-profit, Aloha United Way Agency. For 30 years the Mediation Center has served Oahu's communities by offering high quality mediation and dispute resolution services, including conflict resolution training for organizations and businesses. This past year, the Mediation Center served more than 4,771 people from families, schools, workplaces and neighborhoods.

The underlying goals of the mission are:

- **ACCESS:** to insure that high quality alternative dispute resolution services are accessible to groups and individuals in all of Oahu's communities, focusing on those communities that are under served.
- **OUTREACH:** to promote broad community understanding and use of alternative dispute resolution by providing and supporting training, awareness and educational activities in varied organizational and community settings.
- **QUALITY:** to continually improve the quality of dispute resolution services through training, evaluation and revision.
- **SELF SUFFICIENCY:** to broaden community support and representation, secure multiple sources of funding, and provide adequate resources for its operations, programs and its most valuable asset - the volunteers.

The Mediation Center's purpose has been identified as "building stronger communities through families, schools, the workplace and neighborhoods by reducing conflict; building collaboration; improving communication; teaching skills in managing conflict and self sufficiency; and providing a model of practice for conflict resolution."

To accomplish its mission, the Mediation Center offers six key programs, including Community Mediation; Specialized Mediation; ACCESS ADR; Schools and Youth; Poor and Needy; and Training.

COMMUNITY MEDIATION

The Community Mediation Program provides mediation services for a broad variety of cases involving relationships between neighbors, co-workers, families and friends. To support the mission of providing affordable services, the Mediation Center has developed an excellent recruitment and training system, enabling it to rely upon a pool of approximately 200 professional mediators who volunteer their services. To be eligible to mediate cases in the Community Mediation Program, each mediator is required to complete approximately 50 hours of training, mediate ten cases with mentor mediators and be evaluated for mastery of basic skills. After completion of their Apprenticeship, mediators are required to complete 20 hours of continuing education. Services offered through the Community Mediation Program include:

- **Adult Guardianship:** Families faced with the decisions such as where aging parents should live, how finances should be managed and who should provide direct care, are assisted by mediators in addressing and resolving these questions.

- **Consumers and Merchants**: Billing disputes, contract clauses, poor merchandise or service and similar issues are referred from RICO, Better Business Bureau and others.
- **Employment/Job Related**: Workplace conflicts arising between co-workers from personality clashes, employment disagreements, discipline, office atmosphere, downsizing and cultural differences are referred to mediation by Human Resource Professionals, Management or others.
- **Family Business Disputes**: Small family owned businesses often foster unique problems from blending personal and business ties. Through mediation, agreements can be reached and relationships preserved.
- **Family Estate Planning**: Decisions about property division, loans, asset management and appointment of trustees.
- **Juvenile Restitution**: Victims, juveniles and the parents of the youth have the opportunity to meet face to face to work out some form of restitution.
- **Landlord/Tenant**: Disputes regarding payment of rent, security deposits and damage can be resolved directly at The Mediation Center rather than filing a complaint at District Court.
- **Neighbors**: Barking dogs, over-hanging trees, smoke and noise are just a few of the issues that may be mediated between neighbors. Cases are self-referred, as well as through the courts, police, friends and others.
- **Temporary Restraining Orders (TROs)**: Friends, neighbors, classmates, and co-workers may request District Court to issue a TRO. When appropriate, cases are referred to mediation. The mediators assist the parties in resolving the underlying issues or defining clear boundaries to stay away from each other.

SPECIALIZED MEDIATION

The Specialized Mediation Program provides mediation services in areas such as civil rights, condominium, divorce, paternity and special education. Mediators who provide services in the Specialized Mediation Program are experienced mediators who have completed additional training in the specific area and have subject matter knowledge in that area. The training curriculum in each area includes the policies, protocols and laws governing the respective area, as well as modifications to the basic mediation model designed to assist parties in reaching resolutions on the issues unique to the area. The mediators are required to participate in quarterly workshops, trainings and updates to remain current in the specialized areas. The areas include:

- **Divorce**: Mediators assist parties with property division, child custody and visitation and other issues involved in marital separation. Mediators also help the parties improve communication, develop “Parenting Plans” and work through the divorce decree to insure they have addressed all issues to finalize the divorce on their own.
- **Paternity**: Mediators assist unmarried couples with children to resolve issues of custody and visitation and where the child(ren) will live.
- **Civil Rights**: The Mediation Center receives referrals from the Hawai`i Civil Rights Commission and Legal Aid Society of Hawai`i involving various types of workplace and housing discrimination complaints.

- **Condominiums**: Disputes arising between owners, board members, property managers, resident managers, vendors and others relating to condominium or homeowner associations. Issues include violations of house rules, by-laws, declarations and more.
- **Real Estate**: Disputes involving sales, rentals and encroachments.
- **Special Education**: The Mediation Center offers conciliation and mediation services to assist parents of children with special needs and schools to resolve conflicts, as well as facilitation of Individualized Education Plan (IEP) meetings to promote collaboration and effective meeting management.
- **Court On-Site Mediation**: The Mediation Center provides mediators directly on-site at District Court for pending lawsuits in Small Claims Court and Summary Possession matters.

ACCESS ADR

The Mediation Center maintains a separate panel of experienced facilitators and mediators referred to as ACCESS ADR (Affordable and Accessible Dispute Resolution Options). The panels were created in response to requests from clients who desire access to low-cost services with the option of reviewing the background and selecting the dispute resolution professional to meet their specific needs. Clients pay an hourly fee for the services. The mediators and facilitators are independent contractors who apply to be on the panels.

SCHOOLS AND YOUTH

The Mediation Center works with public and private schools throughout the State to create and support a culture of peaceful conflict prevention and resolution. Services provided include training and workshops for adults and youth, consultation, mediation and facilitation. Additionally, the Mediation Center creates opportunities to support the development and preservation of young mediators and peer mediation programs in the schools through collaborations with the Hawai'i Association of Conflict Resolution, the Judiciary's Center for ADR, the University of Hawaii's Program on Conflict Resolution and other professional mediators, to host events such as the annual Posters for Peace Contest for elementary students and the annual Statewide Peer Mediation Conference for middle, intermediate and high school student mediators.

POOR AND NEEDY

According to the 2007 Access to Justice Hui Report, only 17% of the civil legal needs of the low-income and gap group populations in Hawai'i are currently being met. The Mediation Center is the only low-cost dispute resolution option for individuals in the low-income population on Oahu. In addition to providing direct mediation services, the Mediation Center also conducts trainings for the poor and needy as well as for groups serving clients in the low-income population to provide them with skills that will enable them to better serve their clients.

The Mediation Center is fortunate to have an endowment from the **Harry and Jeanette Weinberg Foundation** that supports the provision of services to the poor and needy. In addition, the Mediation Center is a recipient of **ILAF Funds** that support the provision of services to members of the indigent population.

TRAINING

Throughout the year, the Mediation Center offers training in conflict resolution, mediation and facilitation to the public, businesses and the military on a fee-for-service basis. The outside training services support the goals of improving Self-Sufficiency and Outreach. Through the program, hundreds of individuals develop a better understanding and use of conflict resolution and mediation skills for preventing and resolving conflicts within their respective organizations and communities. All proceeds from the program directly benefit and support the Mediation Center's Community Mediation Program.

YEAR IN REVIEW: 2008 - 2009

In fiscal year 2008 - 2009 (FY08-09), the Mediation Center served **4,771 people** through its mediation and training programs including managing **1,603 cases (an increase of 366 from FY 07-08)** and conducting **266.5 hours of trainings and workshops** for mediators, businesses and organizations throughout the State. These accomplishments were made possible through the dedication of the more than 200 facilitators, mediators and trainers who donated **3,438 hours** of their time (**an increase of 685 hours from FY 07-08**) to assist Hawaii's people in preventing and resolving conflict.

Community and Specialized Mediation

In FY08-09 the Mediation Center continued to provide mediation services for a broad variety of disputes under the Community and Specialized Mediation Programs, including juvenile, domestic, special education, landlord/tenant, condominium and civil rights. Of the **1,159** cases mediated, **57% resulted in written agreements (a 4% increase from FY 07-08)**. More specifically, **57%** reached written in **divorce cases**, **61%** in **civil rights** matters and **98%** in **Special Education matters**.

"Thank you for your time support and patience. I had my doubts and left feeling so much more at peace. God bless."

"Mediators were very helpful and very willing to help us. I will suggest mediation to friends who have problems."

"The mediators helped resolve a lot of questions and helped put my feelings into words so that the other party was able to understand me."

"I feel that the agreement we came to was not only best for both parties but for our child."

"I feel this process was very helpful and also think this was the best thing to do for our self and family."

To ensure that the mediators maintained high quality skills as well as subject matter knowledge in the specialized areas **117.5 hours of internal trainings and workshops** were conducted in FY 08 - 09 including: Basic Mediation; Credit Counseling and Resources for Divorce Mediation; Advanced Mediation; Civil Rights Mediation; Condominium Mediation; Introduction to Divorce Mediation; Paternity Mediation; Domestic Violence; and TRO mediation.

The Mediation Center is grateful to the professional mediators and outside experts who contributed more than **65** hours of their time to assist with the trainings and workshops including: **Charlene Anaya, Professor Bruce Barnes, Professor John Barkai, Daniel Bent, Patrick Border, Judge Michael Broderick, Lou Chang, William Darrah, Greg Ekhart, James Hoenig, Judge Gerald Kibe, Rod Maile, Mei Nakamoto, Phil Nerney and Judge Barbara Richardson.**

ACCESS ADR

The Mediation Center staff and ACCESS ADR panelists provided 82 hours of mediation and facilitation services for individuals in private businesses, schools, nonprofit organizations and other organizations such as: the Juvenile Detention Facility Assessment Team; the Hawai'i Workforce Development Council; the Department of Land and Natural Resources, the Department of Health, and the Transportation Security Administration. Issues that were addressed included: the Rail system; Management of Hunters & Hunting Dogs; Dogs in Public Places; H1N1 Maintenance and Public Relations; Strategic Planning; and workplace matters.

Schools and Youth

With the support of the **Bretzlaff, Pettus** and the **William and Flora Hewlett** foundations, the Mediation Center continued to provide outreach and support to schools and youth throughout Oahu. Eleven hours of conflict resolution and mediation training were conducted for 177 faculty and staff members of Pearl Harbor Kai Elementary and Mid Pacific Institute. The Mediation Center also worked with King Intermediate to create a DVD depicting how conflict escalates in schools due to text messaging and the value of mediating with all ages.



The Mediation Center once again collaborated with the **ACR Hawai'i, the Hawai'i Department of Education, Hawai'i State Judiciary's Center for ADR, University of Hawaii's Matsunaga Peace Institute and Program on Conflict Resolution** and private mediators to host the 22nd Annual Statewide Peer Mediation Conference, **"Relationships: Making Them Work"** held on March 6, 2009. More than 100 students from throughout the State participated.

Poor and Needy

With the continued support of the **Harry and Jeanette Weinberg Foundation** endowment, **Hawai'i Justice Foundation** and the **Pettus Foundation**, the Mediation Center was able to **increase services to the Poor and Needy by 38%.**

To support the provision of increased services to the low income population, the Mediation Center remained actively involved with the Consortium of Legal Service providers, the Access to Justice Commission and its various committees. Efforts included work to increase pro bono services, an annual summit showing the importance of increasing Access to Justice and participation in "Law Day" with the Young Lawyers Division of the Hawai'i State Bar Association.

Finally, the Mediation Center collaborated with EPIC O`hana Conferencing (EPIC), Keolahou Youth Services and Volunteer Legal Services of Hawai`I (VLSH), to increase outreach and services for the Poor and Needy population. EPIC and the Mediation Center conducted a series of seven, 3-hour workshops for 30 members of the Waimanlo community to support the youth in the community. Feedback from the community members who participated included:

“I feel empowered and connected and very encouraged.”
“This is a great way to strengthen the youth in our community.”

Through the Parenting Plan Pilot program, VLSH and the Mediation Center provided Parenting Plan classes and mediation for 16 divorcing couples. Through the program, all of the participating couples reached agreements and/or completed Parenting Plans for their children.

Training

One hundred forty-nine hours (149) of trainings/workshops were conducted for various agencies, businesses, schools and individuals including: the Department of Education; Honolulu Community Action Program; EPIC; Chaminade University; the Legal Aid Society of Hawai`i; Keolahou Youth Services; Pacific Property Management; and various individuals including attorneys, human resource and business professionals. The Mediation Center staff also taught the Mediation Clinic for the University of Hawaii’s William S. Richardson School of Law from August through October.

Fundraising and Community Relations

Throughout the year, The Mediation Center of the Pacific staff and volunteers regularly collaborated with other agencies and individuals to strengthen and expand community ties and increase the use of dispute resolution to prevent and resolve conflicts. Staff and volunteers conducted general presentations and workshops for groups such as the Special Education Parents Network; Hawai`i Pacific University; University of Phoenix; T.J. Mahoneys; Chaminade University; and the Access to Justice Summit. Additionally, the Mediation Center co-sponsored four lunch forums with CADR in Honolulu and Kapolei on various topics such as the role of the ombudsman, mediation and non-violent communication.

To increase community awareness about mediation, the Mediation Center staff participated in an O`lelo production and published an article in the Hawai`i Bar Journal. Representatives from the Mediation Center also distributed information at various booths set up in communities throughout Oahu for Law Day, as well as at the Special Education Parent Network annual conference.

The Mediation Center staff also maintained a presence in the community through active participation in business organizations such as the Association for Conflict Resolution Hawai`i, the Hawai`i State Bar Association, the Access to Justice Hui and the Rotary Club of Honolulu.

While the Mediation Center did not host its annual fundraiser, “Under the Mediation Moon”, thanks to Board Director, Susan Lampe, Chair of the PR/Fund Development Committee, a Special Gift Campaign was conducted to raise the funds that were budgeted as proceeds from the fundraiser. Susan conducted a training session for the Board, as well as provided detailed scripts and steps to ensure the campaign met its goal. Thanks to her efforts and the generous contributions of Board Directors and supporters, the Special Gift Campaign was a success.

Congratulations & Mahalo!

Mediator of the Year

John Holzman

Since joining the Mediation Center in 2006, John quickly established himself among staff, clients and co-mediators alike, as a committed, talented mediator. Always willing to help, he mediates regularly at the Mediation Center *and* at District Court. Over the past fiscal year, he mediated 38 cases including, domestic, employment, consumer/merchant, and business matters.

Apprentice of the Year

Joanne Lundstrom

Joanne enthusiastically jumped into her new role as Apprentice mediator by taking every opportunity to mediate and hone her new skills. She made herself readily available to mediate and participate in every training session. Within a very short time, Joanne demonstrated excellent progress and success as a skilled mediator. She has already mediated 13 cases!

Outstanding Mediator Couple

Ed and Susan Morrell

Trained as mediators in 1997, Ed and Susan Morrell have been regularly mediating and supporting the Mediation Center ever since. Outstanding as individual mediators, they also make a dynamic co-mediator team. Always the first to sign up to assist with training, Ed and Susan have also partnered as co-facilitators to address challenging workplace and community issues. They are truly a dynamic duo!

Conch Shell Award

Leo Hura

Leo's passion for mediation has inspired him to go above and beyond in getting the word out to Hawaii's communities. As the prior Chair of the Association for Conflict Resolution Hawai'i, Leo pulled young and old ADR practitioners together, to celebrate Conflict Resolution Day. This past year Leo plunged into the PR world, mastering filming and editing skills and then writing and producing a series of vignettes about mediation and ADR that are currently being aired on public T.V. Thanks to Leo's great work, more people in Hawai'i have learned about and use mediation and other peaceful problem solving processes.

Community Peace Award

Jesse James

Jesse James is a man with a mission to strengthen and grow peacemaking in Hawai'i. As the Chair of the Peacemaker Committee for the Rotary Club of Honolulu, Jesse has tirelessly championed a hugely successful youth video contest in Hawaii's schools. Through Jesse's hard work and inspirational leadership, the Peacemaker Committee (the most productive committee in Rotary thanks to Jesse), has encouraged youth of all ages throughout the State to create videos depicting their vision of peacemaking. Over the past three years, not only have the number of videos produced by students more than tripled, the quality has risen to the level of professional. The videos are aired on Public Television and the students who created them, have become hero's in their respective schools. Through Jesse's committed leadership, more youth and adults have learned to appreciate, promote and embrace peacemaking in Hawai'i.

Lawyer as Problem Solver

Judge Michael Broderick

A true mediator at heart, Judge Michael Broderick regularly uses his mediator skills to positively impact the lives of thousands of children and their families every day at Family Court. When he was in the Juvenile Division, not only did he restore the Judicial Pre-Trial Assistant Program, which provides mediation for Child Protective Services cases, he personally conducted the training for mediators and fellow judges, as well as oversaw the program. This is just one small example of the many proactive steps Judge Broderick has taken and continues to take daily to make positive changes in Hawaii's legal system and improve the lives of children. Judge Broderick genuinely cares about children and families and tirelessly works as a problem solver to address their needs in new and innovative ways.

Looking Ahead in 2009 - 2010

Albert Einstein believed that “In the middle of difficulty, lies opportunity.” The Mediation Center of the Pacific supports this belief and in spite of economic challenges, continues to create opportunities for serving Hawaii’s communities, particular those in the vulnerable populations, in FY 09 – 10.

In September the Mediation Center collaborated with the Association for Conflict Resolution Hawai'i to sponsor an Elder Mediation Symposium hosted at the William S. Richardson School of Law. The Symposium included two panels of esteemed experts on elder issues. The event was well attended and served as the basis for the growth of the Mediation Center’s Elder Mediation Program. The next step will be in February 2010, when the Mediation Center will be co-sponsor a joint Elder Mediation training with the ADR Section of the Hawai'i State Bar Association. Trainers Dana Curtis and Daniel Bowling from the Bay area will be joining local experts to provide an in depth three-day course for mediating a broad array of issues impacting the elder population and their families.

In October the Board of Directors, old and new, met for a full day strategic planning retreat lead by Master Facilitator, Linda Colburn. Following many hours of brainstorming and discussion, the directors created a unified vision that will be incorporated into a new strategic plan to direct the course of the Mediation Center for the next three years.

In November, the Mediation Center was once again generously recognized with a Harry & Jeanette Weinberg Foundation Aim for Excellence Award of \$10,000. The recognition was given for the Mediation Center’s continued success in improving quality services and outreach to the Poor and Needy, despite the challenging economy and limited resources. Efforts will continue to focus in this critical area.

Finally, at the end of December, the Mediation Center is fortunate to be re-locating its offices to the lovely Harry & Jeanette Weinberg Kukui Center, managed by the Kukui Children’s Foundation. The Kukui Center is comprised of eight not-for-profits who provide services for abused, vulnerable and disadvantaged children and their families. The Mediation Center’s Board of Directors and staff are excited to become part of this valuable hui. The new location will provide an accessible, comfortable setting for clients and mediators alike, as well as offer more opportunities to partner with the organizations at the Center and better serve Hawaii’s families and youth.

In the midst of the most challenging economic times that most of us have ever experienced, lies opportunity. In November, the Mediation Center of the Pacific quietly surpassed its 30 year milestone. From a grass roots effort in 1979 to a vital organization today, it continues to be sustained by dedicated volunteers. On May 8, 2010, the Mediation Center of the Pacific will publicly celebrate its 30 year anniversary. The Board of Directors and staff look forward to celebrating with each one of you who helped to make the Mediation Center a critical part of Hawaii’s communities today.



The Mediation Center of the Pacific, Inc. (a not-for-profit Aloha United Way Agency) serving our community by offering mediation services to people in families, schools, workplaces and neighborhoods.